

DFEH News Brief

State of California
Department of Fair Employment and Housing

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STOCKTON HOSPITAL PAYS \$65,000 TO SETTLE DFEH DISABILITY DISCRIMINATION SUIT

ELK GROVE, CA - The California Department of Fair Employment and Housing (DFEH) today announced the \$65,000 out-of-court settlement of an employment discrimination case against a Stockton, CA, skilled nursing facility. The owners of Delta Valley Convalescent Hospital in Stockton, California were accused of discriminating against an employee on the basis of her physical disability and failing to grant her legally-required medical leave.

"The California Fair Employment Housing Act requires employers to provide reasonable accommodations for Californians who are living with disabilities," said California State and Consumer Services Secretary Rosario Marin. "I commend the Department of Fair Employment and Housing for continuing its work to assure those living with disabilities that their rights will be protected."

Karen Smith, the employee of the Delta Valley Convalescent Hospital, was diagnosed with Aortoliliac Occlusive Disease and Femoral Artery Disease, which are diseases that affect multiple body systems. When she called her employer to discuss her diagnoses and request medical leave due to her need for future surgery, he denied her requested leave and terminated her employment.

As part of the \$65,000 out-of-court settlement, the hospital owners agreed to attend an annual training program with an emphasis on disability discrimination and to display DFEH's poster advising employees of their fair employment rights. In settling the case, the owners of the skilled nursing facility did not admit liability.

"This case provides another example of why California's Fair Employment & Housing Act is so essential to all Californians. Anyone can suffer a disabling injury today that

tomorrow can require a reasonable accommodation in employment or housing,” said DFEH Director Phyllis Cheng.

The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence. For more information, visit our Web site at www.dfeh.ca.gov

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